EXHIBIT 1

World Business Newspaper -De **ANALYSIS PAGE 8**

Twe been in detention for years internet encyclopaedia struggles with its ideals I'm a teacher

FINANCIAL TIMES | Saturday January 2/Sunday January 3



Susie Orbach

The feminist writer battles merchants of body hatred



David Pakter

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I began teaching medical

course and tried to attract the most gifted kids. I wanted to fill in the gaps of each day to French. devoted the last 10 minutes philosophy and astronomy. ing them about opera, ballet and, eventually, I was teach illustration as part of my ar

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First Person: David Pakter reveals how he must wait in New York's so-called rubber rooms to clear his name

sion, with they were expanding into our building. I couldn't believe it. I filmed the class, woman setting up a music room. I assumed that my reassignment centre until further notice". are to report to a temporary me that "pending an inveswas handed a letter telling denied it. The next day our own students subject in the place where school were being taught a but the class was for the complaining had paid ion made against you, you that kids from another adjacent primary school igation following an allega the teacher's to document the fact permiswere as a substitute promise.

pupils never fulfilled city to agree to an impartial what I've heard, some of my take my place and, rything I had built was torn vindicated but by then evemedical tion was thrown out but the and collection of money from students". The allegasent to the rubber room were "fundraising activities took me a year to force the chiatric exam regardless. It right to send you for a psyboard of education There was no one arbitration. l was has a

I was sent to a new school As told to Cian Traynor and poor ventilation no natural light, waiting to clear no available drinking water, the past two years rubber room in Harlem 've been assigned to no plants with Ö

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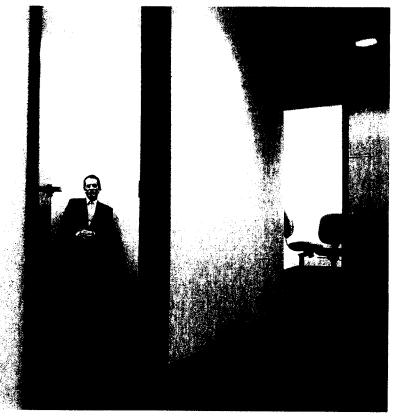
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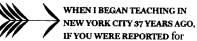
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First person David Pakter

"I've been in detention for years – and I'm a teacher"



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"I went from wrening a seacher-of-the-gear award to be ing a thorn in the selection."



serious misconduct, you were sent to a Board of Education office until the matter was resolved. But as the system grew, removing teachers from the classroom became standard for even the most trivial offence. The board's offices got so crowded they began leasing buildings around the city to use as "reassignment centres", nicknamed "rubber rooms".

As many as 800 to 1,000 teachers are in rubber rooms on any given day; it's an academic Guantánamo Bay. Many go stir-crazy. Brooklyn's Chapel Street rubber room is huge but so crowded that people are almost falling out of the windows.

When I was first sent to one of these rubber rooms, it took me six months to establish what the complaints were. Meanwhile, like everyone else, I turned up every day, kept the same hours and received my salary. But there was nothing to

do except wait. It's known as constructive termination. In the worst rubber rooms, there are people who've been there for up to five years.

When I started teaching in New York City, I worked at a school that was one of the jewels in the crown of the school system. As the years went by, the curriculum was whittled down. We taught four languages when I started, but gradually it became just another fifth-rate school. Eventually, Spanish was the only foreign language taught – in a school where most kids are Hispanic.

I began teaching medical illustration as part of my art course and tried to attract the most gifted kids. I wanted to fill in the gaps and eventually I was teaching them about opera, ballet, philosophy and astronomy. I devoted the last 10 minutes of each day to French – I bought the books myself.

Word got around and other students wanted to learn French. Parents were calling the school. It was an unworkable situation and I was ordered to stick to the medical illustration. Somehow I'd gone from winning a teacher-of-the-year award to being a thorn in the side of the school. One of the other things I argued about was music provision – all schools must have one music teacher by law.

In 2004, term had just started when I saw a woman setting up a music room. I assumed that my complaining had paid off, but the class was for the adjacent primary school – they were expanding into our building. I couldn't believe it. I filmed the class, with the teacher's permission, to document the fact that kids from another school were being taught a subject in the place where our own students were denied it. The next day I was handed a letter telling me "pending an investigation following an allegation made against you, you are to report to a temporary reassignment centre until further notice".

I finally discovered that the reasons for my being sent to the rubber room were "fundraising activities and collection of money from students". The allegation was thrown out, but the board of education has a right to send you for a psychiatric exam regardless. It took me a year to force the city to agree to an impartial medical arbitration. I was vindicated but by then everything I had built was torn apart. There was no one to take my place and, from what I've heard, some of my pupils never fulfilled their promise.

I was sent to a new school as a day-to-day substitute but soon they pulled me out again. It took a year before I found out what the new charges were: bringing plants to school without permission and giving watches I had designed myself to students on the honour roll – which constituted promotion of a private business. But the kids wouldn't have been able to afford to buy them themselves.

I've been assigned to a rubber room in Harlem for the past two years – with no available drinking water, no natural light, no plants and poor ventilation – just waiting to clear my name.

As told to Cian Traynor.

EXHIBIT 2

USER: KEDWARD NYC PUBLIC SCHOOLS - EMPLOYEE INFORMATION SYSTEM EI1M341 10/23 15C32e 1:09-cv-05167-SLPARROLLDBEGTSWERS-DETAILED 02/16/10 Page 5 of PAGE: 1

REGULAR PAYROLL

CHK DISP: I ISSUED BY PMS

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SSN : 071-36-3213 DЬ

EIS ID : 0407530 NAME: PAKTER

JOB SEQ NUM: 1 PMS ID : 0644000 CK DIST: 02M630

JOB SEQ NUM: 1

PEN DES/DESC: T TEACHERS RETIREMENT

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EXHIBIT 3

NOTICE TO EMPLOYEES

EARNED INCOME CREDIT(EC). You must he a tax return if any amounts shown in Box You may be able to take the ELC for 2008 By you do not have a qualifying child and By you do not have a qualifying child and By you armed lising a joint return). by you have one By qualifying child and you be and less than Te S3, 463 (\$38,583 if married filling jointly) yor have one By you earned less than \$40,295 (\$43,416 if you have more than one qualifying child and you earned less than \$40,295 (\$43,416 if of higher must have valid social security Brumbers (\$50Ns) You cannot claim the ELC if any your investment income is more than \$3,100 in Any ElC that is more than your tax hability is fretunded to you but only if you file a Tax and Return If you have a least one qualifying the ELC in advance by completing from W45. Ct Earned Income Credit Advance Payment Re REFUND - Even if you do not have to file a Tax Return, you should file to get a refund if I how 2 shows Federal Income Tax withtield or if you can take the Earned Income Credit

Clergy and religious workers. If you are not studied to social security and Medicare bases in see Publication 517. Social Security and Other Enformation for Members of the Clergy and Regigious Workers. If your name, SSN, or if

CORRECTIONS - If your name, SSN, or if address is incorrect correct copies B, C, and six address is incorrect, correct copies B, C, and six and sak your employer to file form W.2c. Corrected Wage u and Tax Statement, with the Social Security Administration (SSA) to correct any name, your and some of the form W.2 If your name and SSN on Form W.2 If your name and SSN and the form W.2 If your name and SSN are the correct but are not the same as above no your and the social security that the same as above no your and the social security control that are not the same as above no your and the social security control that are not the same as above no your and you secure. CREDIT FOR EXCESS TAXES . If you had more than one employer in 2009 and more than Soc 821.60 in social security and/or Tier 1 Railroad Retrement Taxes (RRTA) were withheld, you may be able to claim a credit Social Security Card, you should ask for a new card at any SSA office or call 1-800-772-1213.

to the excess against your federal income is tax if you had more than one Rationad in employer and more than one Rationad in RRIA TAX was withheld, you also may be yellot claim a credit See your Form 1040 or a 1040A instructions and Pub 505. Tax is 1040A instructions and Estimated Tax or W2 WAGE AND TAX STATEMENT

Box 9 - Enter this amount on the advanced earned income credit payments line of your form 1040 or 1040A. Box 2 - Enter the amount on Federal Income Tax withheld line of you tax return

Box 10 - This amount is the total dependent care benefits you employer paid to you or incurred on you behalf (including amounts from a section 125 (calterial) plan). Any amount over \$5000000 also is included in box 1 you must complete schedule 2 (form 1040 of form 241. Child and Dependent care Expenses to compute any taxable and nonlaxable amounts.

Box 12 - The following list explains the codes at shown in box 12. You may need this A information to complete your tax return at Electre deferrals (codes DE) and designated a generally limited to a total of 16,500 (\$11,500 or 17,500 or 18,500 or

your employer may have allowed an additional understand of up to \$5,500 (\$2,500 to section be officially of the official to the official to the overall limit on elective defensits. For code G, the official contact of the overall limit on elective defensits. For code G, the limit on elective defensits and the overall limit on elective defensits and the overall limit on elective defensits may be higher for the last 3 years before you reach retirement age. Contact your pan administrator for more elective defensit in access to the overall elective defensit limit must be included in However, if you were at least age 50 in 2009,

See the "Wages Salaines Tips etc." and institutions for found 10d0.

If Note if a year follows code D.E.F.G.H.O.R. S. e. you made a make-up pension contribution for a prior year(s) when you were in military a service of figure whether you made excess deferrals, consider these amounts to the year shown not the current year. If no year is shown, the contributions are for the current year. Box 1 - Enter the amount on wages line of your tax return

Elective deferrals to a Section 401(K) cash or deferred arrangement Also includes deferrals under a SIMPLE retirement account that is part of a section 401(K) arrangement. ô ω

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section 403(B) salary reduction agreement. Elective deferrals under a Elective

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deferrals and employer ons (including nonelective contributions (including nonelective deferrals) to a section 457(b) deferred compensation plan. Excludable

<u>a</u>

Excludable moving expense reimbursements paid directly to employee (not included in boxes 1,3, Designated Roth contributions to a

13 - If the "Retirement Plan" box is ced, special limits may apply to the int of traditional IRA contributions you section 401(k) plan. amount of fr. may deduct. ŧ Box

NOTE: Keep Copy C of Form W.2 for at least in three years after the due date for filing your income tax return. However, to help protect your social security benefits, keep Copy C until you begin receiving social security your work record and/or earlings in a particular year. Review the information shown on your annual (for workers over age 25) Social Security Statement.

THIS INFORMATION IS BEING PROVIDED TO THE INTERNAL REVENUE SERVICE DUPLICATE 2010/02/02 742 02M630 12 SEE INSTRUCTIONS FOR BOX 12 2 FEDERAL INCOME TAX WITHHELD 4 SOCIAL SECURITY TAX WITHHELD 10 DEPENDENT CARE BENEFITS MEDICARE TAX WITHHELD AMOUNT CODE ¥ 138 2 120 RETIREMENT PLAN FF ROCOUNDFIED PLANS 93,379,12 93,379.12 93,379.12 WAGES & OTHER COMPENSATION MISCELLANEOUS OTHER SOCIAL SECURITY WAGES × 9 ADVANCE EIC PAYMENT 5 MEDICARE WAGES A) EMPLOYEE'S SOCIAL SECURITY NO 19A LOCAL INCOME TAX WITHHELD 19B LOCAL INCOME TAX WITHHELD 17 STATE INCOME TAX WITHHELD EMPLOYEE'S COPY 5,400.56 3,163.02 071-36-3213 CITY OF NEWYORK ONE CENTRE STREET-ROOM 200N NEWYORK, N.Y. 10007 DEPT OF THE TREASURY - IRS OMBING 1545-0008 18A LOCAL WAGES, ETC C) EMPLOYER'S NAME, ADDRESS AND ZIP CODE 16 STATE WAGES, ETC 18B LOCAL WAGES, ETC E) EMPLOYEE'S NAME, ADDRESS AND ZIP CODE 93,379,12 93,379.12 W-2 WAGE & TAN STATEMENT COPY C B) EMPLOYER IDENTIFICATION NUMBER 900 PARK AVENUE 27D **NEWYORK NY 10075** DAVID L PAKTER O) CONTROL NUMBER 13-6400434 20A LOCALITY NAME 2009 TAX YEAR 15 NAME OF STATE **3B LOCALITY NAME NEW YORK** ž

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900 PARK AVENUE 27D

DAVID L PAKTER

NEWYORK NY 10075

RETIREMENT PLAN

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